



**DEPARTMENT OF THE ARMY**  
ROCK ISLAND DISTRICT, CORPS OF ENGINEERS  
CLOCK TOWER BUILDING - P.O. BOX 2004  
ROCK ISLAND, ILLINOIS 61204-2004

CEMVR Policy  
Statement #010

CEMVR-EE

09 July 1997

MEMORANDUM FOR All Employees

SUBJECT: Policy Statement Pertaining to Sexual Harassment

1. Sexual harassment violates the high standards of conduct necessary to assure proper performance of our mission. It undermines working relationships, interferes with the effectiveness of the work force and degrades our mission performance.
2. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct
  - (a) submission to or rejection of such conduct is made either explicitly or implicitly or as a term or condition of a person's job, pay, or career, or
  - (b) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
  - (c) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly a military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.
4. Sexual harassment is unacceptable behavior! Any employee who is a victim of sexual harassment should make it clear that such behavior is offensive and report the harassment to the appropriate supervisor, an Equal Employment Opportunity Counselor, or the Equal Employment Opportunity Officer. They are as follows:

Equal Employment Opportunity Officer

Elizabeth S. Robinson

x5324

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Equal Employment Opportunity Counselors

Rich Fristik	x5308
Dave Washington	x5760
Jim Mills	x5699
Richard Rupert	x5457
Becki Holzgrafe	x5336
Kelly Gosch	x5360
Willie Mason	x5518
Bob Albracht	x5363

5. It is the responsibility of every supervisor and manager to investigate reports of sexual harassment, take necessary action to correct the situation, and inform the complainant of the results.

6. The elimination of sexual harassment depends primarily on preventing such behavior from beginning. I expect all CEMVR employees to support my commitment to ensuring a work environment free from any form of sexual harassment.

//s//

JAMES V. MUDD  
Colonel, EN  
Commanding

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